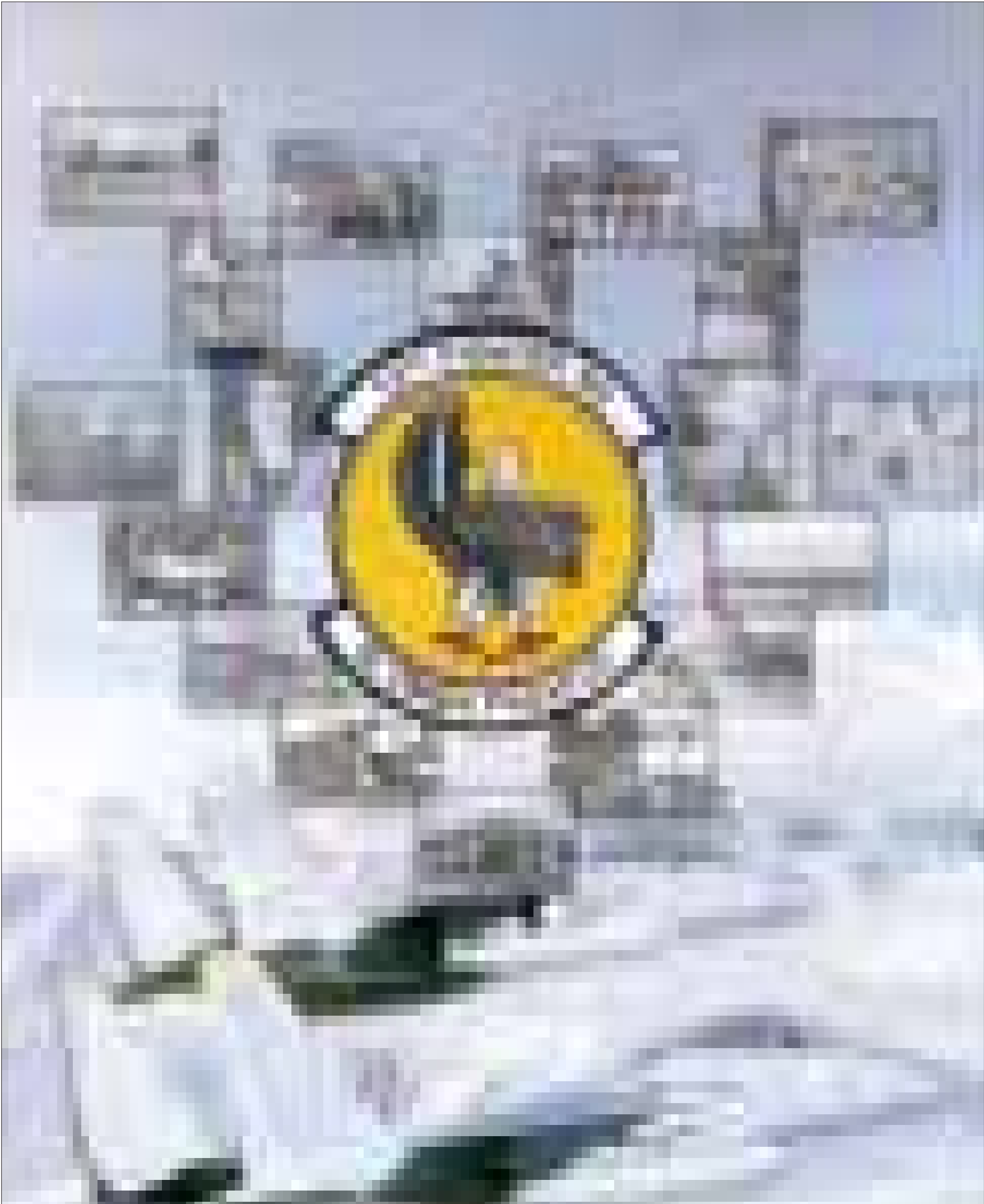


**12th inactivates today**  
*...see pages 10-11*



# New web site calculates military pay gains

*This is the largest military raise since 1981 and only the third time since the early 1980s that a military raise has exceeded the private-sector average increases*

By Douglas J. Gillert  
American Forces Press Service

WASHINGTON – The Office of the Secretary of Defense designed a web site that details the historic improvements to military pay and retirement in the fiscal year 2000; the targeted pays that go into effect July 1, retirement plan choices, the Thrift Savings Plan, special and incentive pays, and more.

Charts provide information about what your pay will be on Jan. 1, as well as July 1. The site can be found at <http://pay2000.dtic.mil>

Effective Jan. 1, every military member will get a 4.8 percent pay raise. This raise is one-half

percent above the average of private-sector pay increases, according to OSD officials. This is the largest military raise since 1981 and only the third time since the early 1980s that the military raise has exceeded the private-sector average increase.

For some, the second pay raise will occur in July. This pay raise varies according to specific grade and years of service combinations on the pay table — it is not an across-the-board increase. The pay raises range up to an additional 5.5 percent above the January pay raise. This pay raise is referred to as “pay table reform” because its intent is to re-adjust the pay table to better reward advancement and experience.

The current structure of the basic pay table dates back to 1949. At that time, it provided meaningful pay progression between ranks and over a career. Over the years, various legislative changes to the pay table distorted this progression. These changes led to today’s pay table, which too often rewards longevity more than promotion, say OSD officials. For example, the longevity increases at four and six years of service are both larger than the increase due to promotion to E-5 (which, de-

pending on the service, normally occurs between the fifth and seventh year). Also, the current pay table rewards promotions to some lower grades more than a promotion to a higher grade later in an individual’s career. For example, the salary increase due to promotion to E-2 is larger than the basic pay increase for any of the promotions to E-3, E-4, or E-5.

Officials say pay table reform distributes money through a second fiscal year 2000 raise into specific grade and years of service combinations. The money is targeted primarily to mid-grade officers and noncommissioned officers, but benefits many more junior members as well. Seventy-five percent of all service members will receive some pay increase in July. The changes will provide pay increases that are appropriate for successive promotions or misaligned longevity raises, according to OSD officials, who added that the grade and years of service combinations focus on mid-grade NCOs and officers where the pay table was most out-of-balance.

Following is the monthly basic pay table effective July 1, 2000 (including Jan. 1 raise).

YEARS OF SERVICE															
PAY GRADE	<2	2	3	4	6	8	10	12	14	16	18	20	22	24	26
COMMISSIONED OFFICERS															
O-10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10655.10	10707.60	10930.20	11318.40
O-9	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9319.50	9453.60	9647.70	9986.40
O-8	6594.30	6810.30	6953.10	6993.30	7171.80	7471.50	7540.80	7824.60	7906.20	8150.10	8503.80	8830.20	9048.00	9048.00	9048.00
O-7	5479.50	5851.80	5851.80	5894.40	6114.60	6282.00	6475.80	6669.00	6863.10	7471.50	7985.40	7985.40	7985.40	7985.40	8025.60
O-6	4061.10	4461.60	4754.40	4754.40	4772.40	4976.70	5004.00	5004.00	5169.30	5791.20	6086.10	6381.30	6549.00	6719.10	7049.10
O-5	3248.40	3813.90	4077.90	4127.70	4291.80	4291.80	4420.80	4659.30	4971.90	5286.00	5436.00	5583.60	5751.90	5751.90	5751.90
O-4	2737.80	3333.90	3556.20	3606.00	3812.40	3980.40	4252.50	4464.00	4611.00	4758.90	4808.70	4808.70	4808.70	4808.70	4808.70
O-3	2544.00	2884.20	3112.80	3364.80	3525.90	3702.60	3850.20	4040.40	4139.10	4139.10	4139.10	4139.10	4139.10	4139.10	4139.10
O-2	2218.80	2527.20	2910.90	3009.00	3071.10	3071.10	3071.10	3071.10	3071.10	3071.10	3071.10	3071.10	3071.10	3071.10	3071.10
O-1	1926.30	2004.90	2423.10	2423.10	2423.10	2423.10	2423.10	2423.10	2423.10	2423.10	2423.10	2423.10	2423.10	2423.10	2423.10
COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE AS AN ENLISTED MEMBER OR WARRANT OFFICER															
O-3E	0.00	0.00	0.00	3364.80	3525.90	3702.60	3850.20	4040.40	4200.30	4291.80	4416.90	4416.90	4416.90	4416.90	4416.90
O-2E	0.00	0.00	0.00	3009.00	3071.10	3168.60	3333.90	3461.40	3556.20	3556.20	3556.20	3556.20	3556.20	3556.20	3556.20
O-1E	0.00	0.00	0.00	2423.10	2588.40	2683.80	2781.30	2877.60	3009.00	3009.00	3009.00	3009.00	3009.00	3009.00	3009.00
WARRANT OFFICERS															
W-5	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4475.10	4628.70	4782.90	4937.40
W-4	2592.00	2788.50	2868.60	2947.50	3083.40	3217.20	3352.80	3485.10	3622.20	3753.60	3888.00	4019.40	4155.60	4289.70	4427.10
W-3	2355.90	2555.40	2555.40	2588.40	2694.30	2814.90	2974.20	3071.10	3177.00	3298.20	3418.50	3539.10	3659.40	3780.00	3900.90
W-2	2063.40	2232.60	2232.60	2305.80	2423.10	2555.40	2652.60	2749.80	2844.30	2949.00	3056.40	3163.80	3270.90	3378.30	3378.30
W-1	1719.00	1971.00	1971.00	2135.70	2232.60	2332.80	2433.30	2533.20	2634.00	2734.80	2835.00	2910.90	2910.90	2910.90	2910.90
ENLISTED MEMBERS															
E-9	0.00	0.00	0.00	0.00	0.00	0.00	3015.30	3083.40	3169.80	3271.50	3373.20	3473.40	3609.30	3744.00	3915.90
E-8	0.00	0.00	0.00	0.00	0.00	0.00	2528.40	2601.60	2669.70	2751.60	2840.10	2932.50	3026.10	3161.10	3483.60
E-7	1765.80	1927.80	2001.00	2073.00	2147.70	2220.90	2294.10	2367.30	2439.30	2514.00	2588.10	2660.40	2787.60	2926.20	3134.40
E-6	1518.90	1678.20	1752.60	1824.30	1899.30	1973.10	2047.20	2118.60	2191.50	2244.60	2283.30	2283.30	2285.70	2285.70	2285.70
E-5	1332.60	1494.00	1566.00	1640.40	1714.50	1789.50	1861.50	1936.20	1936.20	1936.20	1936.20	1936.20	1936.20	1936.20	1936.20
E-4	1242.90	1373.10	1447.20	1520.10	1593.90	1593.90	1593.90	1593.90	1593.90	1593.90	1593.90	1593.90	1593.90	1593.90	1593.90
E-3	1171.50	1260.60	1334.10	1335.90	1335.90	1335.90	1335.90	1335.90	1335.90	1335.90	1335.90	1335.90	1335.90	1335.90	1335.90
E-2	1127.40	1127.40	1127.40	1127.40	1127.40	1127.40	1127.40	1127.40	1127.40	1127.40	1127.40	1127.40	1127.40	1127.40	1127.40
E-1>4	1005.60	1005.60	1005.60	1005.60	1005.60	1005.60	1005.60	1005.60	1005.60	1005.60	1005.60	1005.60	1005.60	1005.60	1005.60
E-1<4	930.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

# Air Force chief of staff cites readiness concerns

WASHINGTON (AFPN) — Air Force men and women are performing "great work," but the Air Force chief of staff cautions that low funding, low retention and high operations tempo are taking a toll.

Along with the chairman of the Joint Chiefs of Staff and other military service chiefs, Gen. Michael E. Ryan spoke before the Senate Armed Services Committee Oct. 26 on the military's readiness posture.

Ryan and his fellow service chiefs said the pay and compensation package signed into law Monday was a big step toward reversing the downward spiral in retention and recruiting. But more remains to be done in the readiness equation.

Ryan said the Air Force continues to view its readiness levels with concern.

"Several years of sustained high operations tempo and reduced funding in real terms have contributed to the slow, steady decline in our readiness."

He pointed out that readiness was down an additional 5 percent since his last appearance before the committee earlier this year, "partly because of our recovery efforts with the force after the air war in the Balkans."

To help alleviate the high operations tempo, Ryan said, "We've instituted the air expeditionary force concept, and I believe that in the long run, this should help our readiness and bring a measure of stability and predictability to the lives of our airmen."

He expressed the belief that the readiness decline will level off once the fiscal 1999 and 2000 budget initiatives and supplemental funding take effect.

"We already are seeing signs of improvement," he said, citing the fact that 42 percent of eligible pilots elected to extend their length of service, up to six years this year, vs. only about one-fourth last year.

The Air Force considers 42 percent of eligible pilots accepting a bonus to extend their service commitment a leading indicator of pilot retention.

"And we hope it continues," he said.

Another key factor in the readiness equation, the general told the committee, is recruiting and retention of the enlisted force.

"In 1999, that was the first year we did not meet our recruiting goal," he said, "but we, in fact, recruited more airmen in 1999 than in 1998."

The general said the Air Force is increasing the number of recruiters and advertising budgets to address the recruiting shortfall.

He added that 1999 was also the second year the service did not meet its re-enlistment goals.

"The highly technical nature of our force today and the 21st century requires we retain highly skilled individuals, particularly our NCOs (non-commissioned officers)," Ryan explained.

He said that based on the reac-



Photo by Staff Sgt. Angela Stafford

Gen. Michael E. Ryan, Air Force chief of staff, speaking before the Senate Armed Services Committee Oct. 26 on the military's readiness posture.

tion he's seen to the pay, bonuses, and quality of life improvements, he expects to see the recruiting and retention curves turn around.

"Unfortunately," Ryan said, noting that the Air Force received only about half of a requested \$5 billion this year, "we still have unfunded requirements that contribute to our readiness shortfalls."

"We have to work on today's readiness; but, also, we have to work on tomorrow's readiness," he said; "not

fight the last war, but fight the next war."

Ryan pointed out that the force is deploying around the world with 20-year-old equipment. "Even if we execute every modernization program to date, much of the same equipment will be 30 years old in 2015," he said, indicating the time frame when much of the new equipment will be fielded.

"Readiness is a fragile issue," he said. "Once lost, it takes resources, time and constant attention to regain."

## BRIEFS

### Gate 5 parking available for night school students

Parking for night-school students attending classes is available in the Gate 5 area. Students are asked to park perpendicular to the curb in an orderly fashion. To avoid neighborhood congestion and associated safety issues, students should not park on Kindred Street adjacent to Kadena Middle School.

### AACA holds symposium

The African American Culture Association will conduct the second part of the four-part educational symposium Tuesday, 6-8 p.m. in the Schilling Community Activities Center Ballroom. For more information, call Robert Scarlett at 633-1578.

### Christmas mailing deadlines approach

Anyone wishing to have Christmas mail delivered before Dec. 25 should follow the mailing deadlines from the post office. For those using space available mail, the deadline is Nov. 21. For those using parcel airlift mail, the deadline is Nov. 28. For those using first class or priority mail for letters and cards, the deadline is Dec. 12.

For customers who wish to receive a response from Santa Claus with a postmark from the North Pole, address the letter as follows:

354th OSS/OSW  
1215 Flightline Ave.  
Suite 2  
Eielson AFB, AK  
99702-1520

The Eielson elves must receive the letter before Dec. 10 if the response is to arrive before Christmas.

For any questions, call the Kadena Post Office at 634-2155.

### Christmas Card Lane cards available

Anyone who wishes to display their personal Christmas greeting may do so on the Christmas Card Lane with a 4 by 8 foot greeting card. Cards will be displayed beginning Dec. 1. Anyone needing help with a design may attend a class at the Kadena Arts and Crafts Center Wednesday, 7-8 p.m. Cards must be returned to the Schilling Community Activities Center by Nov. 30. All cards will be entered into a contest and prizes will be awarded to the first-, second- and third-place winners. For more information, call the Schilling Community Activities Center at 634-1387.

### Auditions held

Auditions are being held for the Black History Month musical production and fashion extravaganza Saturday, 9 a.m. to 4 p.m.; and Sunday, noon to 4 p.m., at the Schilling Community Activities Center. People are needed as singers, dancers, models, actors, for a choir, make-up artists, hair stylists, designers, set assistants and sound and stage technicians. Call Mia Miller at 938-1972 for more information or to schedule an audition time.

### Post office Christmas hours

Due to the increase of mail during Christmas, the Kadena Post Office has allotted certain times to mail and pick-up packages. From Nov. 15 through Dec. 15, packages are available for mailing or by

## Kadena's current CFC standings

### Goals

- 100 percent informed contact
- 30 percent participation
- \$266,635

### Status

as of Oct. 28

- 36.61 percent informed contact
- 7.08 percent participation
- \$92,248.85

Average donation:  
\$141.07



appointment for three or more packages Monday through Friday, 8 a.m. to 6 p.m.; and Saturday, 9 a.m. to 3 p.m. From Nov. 15 through Dec. 23, packages may be picked-up Monday through Friday, 7 a.m. to 9 p.m.; Saturday and Sunday, 9 a.m. to 5 p.m.; and Dec. 24, 7 a.m. to 11 p.m. The post office will be closed Dec. 25-26.

The post office also is looking for volunteers to help with the delivery of mail. Anyone interested, call 634-4240/2155.



# Suggestions become reality

## Command chief master sergeant provides update on 1999 goals

By Chief Master Sgt. Ron Crowl  
Pacific Air Forces command  
chief master sergeant

HICKAM AIR FORCE BASE, Hawaii (PACAFNS) — As 1999 draws to a close, I'd like to take a few moments to bring you up-to-speed on some of the issues you brought to my attention when I visited your bases.

First, I want to thank all of you for the tremendous job you've done this past year, and the great support and candid input you have provided me. This list certainly is not all-inclusive, but rather a sampling of those issues raised at most locations. As you can see, our PACAF commander, General Patrick K. Gamble, is deeply committed to working the issues that directly affect your well-being.

- Changed Air Staff policy to

allow family members of personnel serving unaccompanied tours to sign up and move into base housing during the sponsor's absence or at follow on locations.

- Requested and received approval from Air Staff to increase the household goods weight allowance for personnel going on a Consecutive Overseas Tour from Misawa Air Base, Japan, to Yokota Air Base or Kadena Air Base, Japan.

- Appointed a TRICARE point of contact at every PACAF base to assist in customer-related concerns.

- Clarified the philosophy on Post Deployment/TDY Stand-Down Time and Deros Management

- Working with other service senior leaders, requested an evaluation of the COLA computations that suspended a reduction in COLA for Guam, Hawaii, and Alaska

- Provided over \$8 million for Quality of Life initiatives at overseas bases that had not been funded for by Congress.

- Programmed \$9 million to refurbish chapel centers

- Placed emphasis on dependent schools throughout PACAF

- Established the "Fit to Fight"

"I feel very confident that we're climbing out of the dive we were in earlier as it pertains to pay and compensation issues."

Chief Master Sgt. Ron Crowl



program which places emphasis on fitness and readiness

- Increased the class sizes and number of classes per year at our PME locations

- Updated dining facility menus to provide "Healthy Heart" menu items

- Streamlined the IG inspection policy, scope and interval

There's still a lot to do, and we know the list will be even longer in the year 2000. I feel very confident that we're climbing out of the dive we

were in earlier as it pertains to pay and compensation issues. I also believe we're out of the turbulence and ready to level off at a comfortable altitude as it pertains to personnel-related issues such as promotions, and reenlistment bonuses. We'll continue to work the manning and OPTEMPO issues. Finally, we'll do our best to ensure we keep you informed as we progress through implementation of the Expeditionary Aerospace Force.

Again, thank you all for the daily sacrifices and God's speed.

## ACTION LINE

### Action Line

634-3327

Brig. Gen. James B. Smith  
18th Wing commander



The 18th Wing is very interested in your ideas that could make Kadena an even better place to live, work and play.

If you have a concern that you have been unable to resolve through normal chains of command, then we'll look into it.

Although not required, it is better to give commanders, first sergeants or the agency with which you have the concern the opportunity to correct the situation first. When that fails, give us a call; leave your name and telephone number so someone can get back to you and a brief summary of your concern.

The agencies listed below can be contacted directly if you have a complaint or problem:

**AAFES Action Line — 645-4301**  
**Base Exchange — 633-4570**  
**Civil Engineer Helpline — 634-4270**  
**Clubs — 634-3002**  
**Commissary — 634-3640**  
**Finance — 634-3006**  
**Fraud, Waste and Abuse Hotline — 634-0404**  
**Home Telephone Helpline — 634-4080**  
**Housing Maintenance — 634-HOME**  
**Kadena Services — 634-1719**  
**Medical and Dental — 632-9304**  
**Safety — 634-SAFE**  
**Security Forces — 634-2475**

### No time to yield

**Q:** Is it possible to have the stop sign at the intersection of Omaha Avenue and Pease Avenue by Gate 4 replaced with a yield sign?

Since Gate 4 has limited hours, traffic is limited in that area throughout the day.

**A:** A sight survey was conducted at the intersection of Omaha and Pease avenues by Gate 4, and in order to change the sign from a stop to a yield, the recommended sight distance is 340 feet. The present sight is only 100 feet.

Since the intersection does not meet the recommended sight distance, it is not recommended to change the sign from a stop to a yield.

### Traffic trouble

**Q:** Is it possible to have repair work done to the perimeter road on the Navy side of the base? I'm a shift worker and when I'm on my way home, I've had to avoid vehicles in my lane of traffic while they were trying to avoid damaged sections of the road. I've had to travel in the opposite lane as well when traffic has permitted.

**A:** The road conditions on perimeter road are being monitored.

It is not economically feasible to accomplish major repair work until construction is completed on that side of the base due to the large volume of heavy vehicle traffic that deteriorates the road conditions. However, the 18th Civil Engineer Group will maintain the road to ensure safety.

### More parking possible?

**Q:** Is it feasible to make the section of grass between the road and bus lane on Moore Avenue in front of Kadena Elementary School a parking spot for parents who drop off their children? With the amount of traffic in that area during the start

and end of school days, parked cars become a hazard to both pedestrians and motorists.

**A:** To help curb the traffic problems and hazards at KES, we have asked the school staff to publicize pick-up and drop-off points at the school. No-parking and no-stopping areas are well marked and we've also asked the 18th Security Forces Squadron to increase surveillance in the area. If we work together, we can make the area surrounding our schools a safer place for students, parents and motorists.

### Heat relief

**Q:** Is there any way to have my air conditioner repaired. I just moved into base housing and have been told it will take four weeks to have it repaired.

**A:** We understand the summers on Okinawa are hot and humid and air conditioning is a necessity. Unfortunately, this year we have seen an unusual number of air conditioning failures in our housing areas. Maintenance crews are working six days a week to make repairs. Many of the outside portion of the air conditioning units are being repaired.

These units were installed in 1986 and have worn out. Even though this type of repair is time consuming, it eliminates call backs. Additionally, an upgrade program is underway and a commercial contractor is replacing a large number of individual air conditioners in base housing. Your air conditioner was repaired in 10 working days from the time you called in the job order. At that time, job orders were being received faster than crews could make repairs.

Presently, there are fewer incoming calls and job orders are being completed in eight days. We are using all of our resources to reduce job order completion time.



# Okinawa City International Carnival huge success

By Master Sgt. Stefanie Doner  
18th Wing Public Affairs

Thousands lined the street outside Kadena's Gate 2 Saturday and Sunday to take part in the 1999 Okinawa City International Carnival. The annual festival is held to promote friendship and economic prosperity. Approximately 600 American volunteers, mostly from Kadena, also participated in the events ranging from a children's tug of war, Taiko drumming and carrying the Mikoshi, a portable shrine.

While the actual carnival didn't officially begin until Saturday afternoon, a special concert was held Oct. 29 in the Korinza Mall Ashibina auditorium. Two Okinawan artists, pianist Suzie Fukuhara and folk musician Nobuhide Nakachi, shared their talents with the mixed Okinawan and American crowd, while Pacific Trends, part of the Air Force Band of the Pacific visiting from Yokota Air Base, Japan, rocked the hall with modern American top 40 hits. Pacific Trends also gave two street performances during the weekend celebration.

"It's a big thrill to perform in front of a crowd like this," said Tech. Sgt. Sarah DeLuzio, vocalist and band leader during a break from the band's performance on Park Avenue Sunday. "Most of these people don't speak or understand much English and our Japanese is equally limited, but while the music is going and everyone is swaying and clapping along with the music, we're communicating."

Among the highlights of the carnival was the Ryukyu Kingdom Drummers' parade. The parade featured more than 2,000 Taiko drummers who began their march just inside Kadena's Gate 2 led by Brig. Gen. James B. Smith, 18th Wing commander; Col. Merri B. Uckert, 18th Support Group commander; and other base officials and community leaders. American and Okinawan children took part in a tug of war with a huge rope Kadena volunteers helped make. Both sides tied with one win each and cut off pieces of the rope to keep as a good luck charm after the contest. Sunday afternoon, the Citizens' Costume Parade approached Gate 2 street from two directions along Highway 330, merged into one colorful group at the intersection and marched down Gate 2 Street toward the base. Thousands lined the street, sitting in bleachers, on curbs and standing on the streets to watch Taiko drummers and other groups perform. Bringing up the rear were a group of hardy volunteers - including many from Kadena - shouldering the Mikoski, the portable shrine brought to Okinawa City from Machida City in Tokyo.

A spectator tries her hand conducting the III Marine Expeditionary Force Band during a performance in the Citizens' Costume Parade Sunday.



Photo by Staff Sgt. Gary Fowler



Photo by Senior Airman Susan Adams

A youth Taiko drummer team performs during Sunday's Citizens' Costume Parade.



Photo by Senior Airman Susan Adams

Brig. Gen. James B. Smith, 18th Wing commander (center), is joined by Lawrence Mire from the U.S. Consulate on Okinawa and Norio Ota, president of the Okinawa City Chamber of Commerce, at the carnival's opening ceremony.



Photo by Master Sgt. Stefanie Doner

Linda Repass, an Army spouse, makes friends outside Gate 2 before Sunday's parade.

"This year's celebration is even better than last year," said Smith as he mingled with the crowd. "It's both an honor and a delight to take part in this festival each year and I know the coming years can only get better as we continue to build on the strong bonds of friendship we have made with our Okinawa neighbors."



Photo by Senior Airman Susan Adams

A group of Okinawan children pull with all their might against a group of American children during Saturday's children's tug of war contest.

# Reading and understanding windshield stickers

By 18th Wing Public Affairs

Understanding the stickers on car windshields can be a bit confusing if you don't know what they are for or why you have to have them.

All vehicles must pass a Government of Japan inspection every one or two years, costing an average of \$300 to \$800. The cost of inspection will normally include the Japanese Compulsory Insurance, which is the equivalent of liability insurance in the U.S.

People can tell when a vehicle's GOJ inspection is due by looking at the window stickers. The color of the large decal in the middle with the large number in the center reveals the year year the GOJ inspection expires.

The color indicates what year the inspection will expire: Blue - 1999; Red - 2000; Green - 2001. To find the exact day of the month it expires, look on the back of the sticker.

The number displayed in the center of the sticker represents the expiration month. Japanese law requires re-inspection within 30 days prior to the expiration date. It is illegal to operate a vehicle after midnight the day your inspection expires.

The black and white decals placed on either side of the inspection decal represent the expiration

date of base registration. Facing the windshield, the decal to the left is the month of expiration and the one on the right is the year it expires. For more information, call the Joint Service Vehicle Registration Office at 645-7481/3963.

"American insurance" (property damage insurance) is also required.

The mandatory, supplemental insurance coverage rates of \$300,000 for personal injury/bodily injury and \$30,000 for property damage went into effect Jan. 1, 1997.

The Joint Services Vehicle Registration Office on Camp Foster can assist with all matters related to vehicle operations, inspections, insurance, etc.



Photo by Senior Airman Jennifer Dixon

## Getting Air Force facts to the folks

HICKAM AIR FORCE BASE, Hawaii (PACAFNS) - While the decline in enlisted retention has been on the minds of many leaders lately, PACAF leadership has taken steps to try and reverse the trend.

Chief Master Sgt. Ron Crowl, PACAF's command chief master sergeant, has traveled the theater for the last year, listening to the concerns of enlisted members who were at critical decision points in their careers.

His talks with the troops convinced him that many of those separating from the Air Force were leaving for the wrong reasons.

"I really heard a lot of concerns that made me step back and think hard about why people were considering leaving the Air Force. Many of the perceptions our folks have are the direct result of misinformation," the chief said.

He also found that many young people had lost touch with the feelings that caused them to enlist in the first place.

"Quite honestly, it's easy to lose touch with the reasons someone has for joining the Air Force.

"We've essentially changed the Air Force over the last decade. We're no longer a 'fight in place' force; we're

*"Many of the perceptions our folks have are the direct result of misinformation."*

Chief Master Sgt. Ron Crowl

expeditionary.

"And we've changed in other ways too. New uniforms, revised rules and regulations, even changes in basic training - they all can cause a sense of confusion."

After one of his theater-wide trips, Crowl put together a working group to come up with ideas on how to reach out and get the facts to the troops.

He brought together enlisted members from airmen to chiefs, first-termers to career NCOs, all with the same goal: Develop a brochure that could be handed out by first sergeants to first- and second-term airmen at the crucial reenlistment points in their career.

"The brochure really puts everything into perspective for someone who's considering whether or not to stay in the Air Force," Crowl said. "We

sat down and examined the main reasons people have for joining, and staying in, the Air Force. We grouped all the reasons we came up with into five main areas - lifestyles, personal growth, individual and family programs, community involvement, and work environment."

According to Crowl, the brochure is designed "to get people thinking about their future, so they can make informed decisions whether to stay in the Air Force." The brochure lists a link to a newly-launched web site that expands on the information contained in the brochure. The site is publicly accessible, so anyone can access the information.

"Lots of our folks have families. Decisions on making the Air Force a career shouldn't be made in a vacuum," the chief said. "We always say the Air Force is a family - we want our family

members to have the facts too, so they can take an active part in the decision-making process."

The chief is quick to point out that the brochure and web site are only two parts of the equation when considering an Air Force career.

"You also have to ask yourself if you like your job and like working with your peers and supervisors. You have to honestly look at yourself, and see how you're doing in your personal, professional and spiritual life. And, you have to ask yourself where you want to be in your life at the end of your next enlistment.

"Most important, though, is asking yourself why you joined the Air Force in the first place. Was it a sense of pride? For the benefits? For the experiences?" Regardless of the reasons, the chief stresses that people should stay in the Air Force for the same reasons they joined.

The brochures are being distributed to first sergeants throughout PACAF. To access the retention web site, simply point your browser to [www2.hickam.af.mil/staywithus](http://www2.hickam.af.mil/staywithus). Future enhancements to the site will include hyperlinks to the most frequently asked questions posed to the chief during his travels.

## THE KADENA SHOGUN

18th Wing commander .....Brig. Gen. James B. Smith  
Public Affairs chief .....Lt. Col. Brian Hoey

### Editorial staff

Superintendent, Public Affairs .....Master. Sgt. Stefanie Doner  
Editor.....Staff Sgt. Orville Desjarlais  
Associate Editor.....Senior Airman Jennifer Dixon

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**FAR LEFT:** Capt. Daniel "Chappie" James Jr. stands by his F-51D in August 1950 when he was a member of the 12th Fighter Bomber Squadron. "Chappie" went on to achieve the rank of four-star general in the Air Force. **TOP:** A 12th FS group picture at Guadalcanal, 1948.



**MIDDLE:** The 12th deployed somewhere in the South Pacific. **BOTTOM:** The F-51 aircraft were used by the 12th FS during the early 1950s.

# 12th Fighter Squadron: *A history worth repeating*

By Staff Sgt. Orville Desjarlais  
Kadena Shogun editor

Great fighter squadrons always distinguish themselves with great histories. The 12th is among the great ones.

Following is a brief look at that history.

## 1940s

The 12th Pursuit Squadron was constituted on Nov. 20, 1940, and activated on Jan. 15, 1941. Eleven months later Japan launched a surprise attack on Pearl Harbor.

The next day, the United States officially declared war on Japan.

Back in 1941 and 1942, the 12th flew the P-35, P-36, BT-13 and the P-40 aircraft, which were used in patrols over the Pacific from Christmas Island.

Then, in May 1942 – the same time that women were allowed to serve in all branches of the armed services, except for the Marine Corps – the unit began seeing combat action in the South Pacific. This continued until 1945, with the unit earning 11 campaign streamers. On Sept. 2, 1945, Japanese leaders accepted the American terms of surrender.

By this time, the 12th had already served at more than a dozen different locations, to include Guadalcanal, New Guinea and the Solomon Islands.

By the end of the 1940s, the 12th was flying the F-80s, an aircraft that would take them into another major war

## 1950s

On Jan. 20, 1950, the 12th Fighter Squadron became known as the 12th Fighter-Bomber Squadron. It was the beginning of a new life after World War II; however, later that same year another war broke out: the Korean War.

On June 25, 1950, the Korean War began, and a month later, July 28, 1950, the 12th is deployed to Taegu Air Base, South Korea – the first

of many combat deployments to South and North Korea. The unit saw combat in Korea until Jan. 8, 1953. By then, its pilots were flying the F-86.

Immediately after the Korean War, the 12th served at Kadena for the first time, from November 1954 to December 1954, operating from Yontan Auxiliary Air Base, Okinawa. When the Soviets launched the Sputnik in 1957, the 12th was deployed to Clark Air Base, Republic of the Philippines.

Then, on March 25, 1958, the unit was stationed at Kadena Air Base, Okinawa. During that time, they were flying the F-100. For its outstanding service in Korea in 1950 and 1951, the unit earned distinguished unit citations.

## 1960s

Compared to the 1950s, the 12th was sedentary. Its first deployment in the 60s was to Da Nang Air Base, South Vietnam, in 1965, and then Korat, Thailand.

In 1965, the 12th Tactical Fighter Squadron was flying the F-105 in combat missions to North Vietnam. At the same time, President Lyndon Johnson was enlarging the number of troops in Vietnam, an increasingly unpopular war in the United States.

Then, in 1968, the same year that Robert Kennedy and Martin Luther King Jr. were assassinated, the 12th stood alert in South Korea, from January to June, after seizure of the U.S.S. Pueblo by North Korea.

The 60s were good years for the 12th. It earned a Presidential Unit Citation: Southwest Asia, in Aug. 1965; the Air Force Outstanding Unit Award with Combat "V" Device in 1965; and other AFOUAs in 1960, 1963 and 1966.

## 1970s

In the same year that the United States began withdrawing troops from Vietnam, the 12th earned the Republic of Vietnam Gallantry Cross with Palm in 1970. In 1975, the unit began flying the F-4, just one year after Nixon resigned. It



changed its name to the 18th Tactical Fighter Group on May 1, 1978.

## 1980s

In 1980, the same year Mount Saint Helen erupted in a violent blast, the 12th started flying the F-15, the same aircraft it flies today. In 1981, the 12th earned the Hughes Trophy as the "best" Air Force fighter squadron with an air defense mission. Then, it changed its name yet again to the 12th Fighter Squadron on Oct. 1, 1991.

"We were not much different in 1984 than we are today, in terms of people and the mission," said Lt. Col. Rick Tollini, 12th FS deputy commander for operations. Tollini has spent three tours in the 12th FS, beginning in 1984, 1991 and 1998. He said in 1984, all three flying squadrons were in one building.

"We also pulled two-week alerts in Korea, but we don't do that any more," Tollini said. "We jumped around to different hot spots around the world."

He said the island has changed since the mid-1980s. Back then, about 90 percent of Kadena members were forced to live off base. "The accommodations off base were not that good and they had just started building American-style apartments. There has been a lot of building in the past 15 years, which has been an improvement," Tollini said.

## 1990s

In the 1990s, the 12th took part in Operation Northern Watch from November 1998 to February 1999 as part of the United Nations effort to protect the Kurds in Northern Iraq. The unit flew more than 264 sorties and 1,350 flying hours.

The unit's last deployment while stationed at Kadena was when the 12th deployed to Australia for Crocodile '99 in October. It was the first joint exercise with the Australian Defense Force.

The 12th Fighter Squadron has had distinguished tradition of excellence – one that Kadena's history books are honored to include.

# Saying goodbye

## 12th Fighter Squadron ends era at Kadena

By Master Sgt. Stefanie Doner  
18th Wing Public Affairs

A chapter of Kadena's history is scheduled to close today with the inactivation of the 12th Fighter Squadron. With the inactivation, Kadena will have two fighter squadrons with 24 aircraft each instead of

three with 18 F-15s each. The inactivation is part of a routine review process that the Air Force uses to ensure the most effective placement of its assets around the world. The restructuring will result in the loss of approximately 300 personnel authorizations.

However, inactivating a unit,

even if the name and the flag transfer to another location, is more than moving aircraft and reassigning personnel. It can have a strong impact on the people involved.

"Imagine having something you love dearly and want very much to pass on to someone else who will feel as strongly about it as you do, except there is no one to pass it to. It just stops," said Lt. Col. Tex Merrell, 12th Fighter Squadron commander. "This is more than just a squadron; it's like your family. Everyone has a strong sense of pride in this unit and what we have achieved together. The 12th has been part of the 18th Wing since 1943. To see that era end is a tough thing to stomach. It's an emotional time. All we can do is make sure we continue the traditional Dirty Dozen class act right up to the very end...including the deactivation ceremony."

### Painful necessity

While everyone understands the necessity of restructuring in today's Air Force, learning the 12th would no longer be part of the 18th Wing was a sad moment most initially met with disbelief.

"We were really disappointed," said Capt. James "Cannon" Kriesel. "The 12th is the most experienced active duty F-15 squadron in the Air Force based on the experience levels of our pilots."

"Our fully mission capable rates are excellent and our flying continuity rates are the best. We've owned the Turkey Shoot here - winning 17 out of the last 23 competitions, the last six of those consecutively."

The Turkey Shoot is a semi-annual 18th Operations Group competition that pits the three fighter squadrons against each other in a test of timing, skill and accuracy that includes all aspects of the unit - maintenance, weapons and operations.

"There's some talk that the 12th might unfurl the flag somewhere else, I'd don't know yet. That thought has brought me some relief," said Merrell. "Diversity is good - it brings new ideas and experience into an organization, into the Air Force. That's why

we move people to different bases. It keeps them thinking, keeps them growing. I'm looking at the 12th's inactivation as a permanent change of station for the entire squadron - not the people or the aircraft, but the heritage and tradition that is the 12th Fighter Squadron. Wherever the name and the flag end up, I hope the people there will take that heritage, that proud tradition, and build on it."

Merrell conducted his final commander's call Tuesday. In addition to presenting the usual awards for top performance, he took a few moments to let his people know how much working with them and being their commander has meant to him.

"The dedication and excellence you have shown has made me very proud of each and every one of you. I have learned a lot from being the 12th Fighter Squadron commander."

"Most importantly, I have learned what you can do with teamwork and what you can't do without it. We were a good team."

Many of the 12th's people will be going to other squadrons on base - the 44th and 67th Fighter Squadrons, the 909th Air Refueling Squadron, 18th Operations Support Squadron and a myriad of other agencies on base.

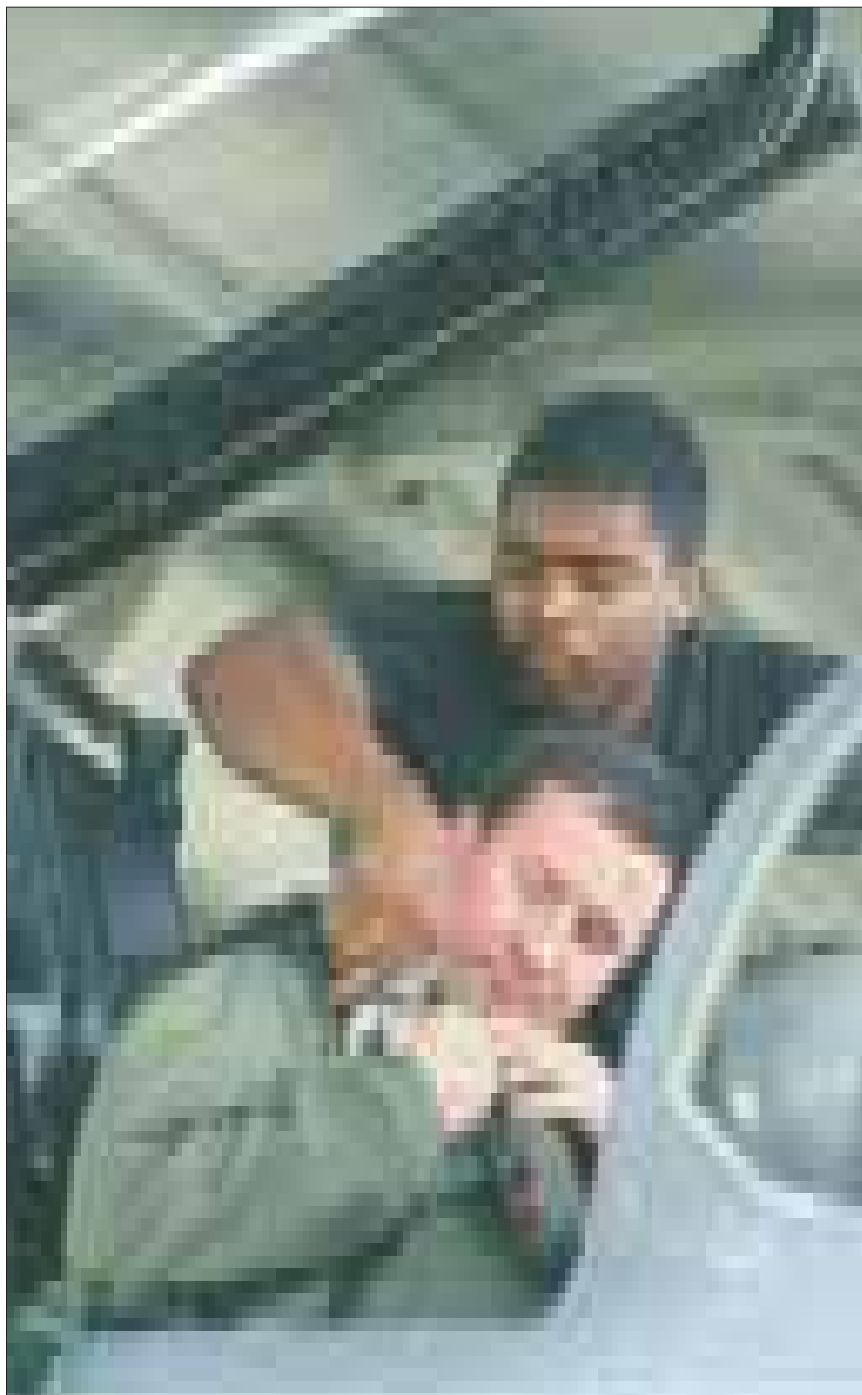
To Master Sgt. Kent Smith, 12th FS first sergeant, this will be a good thing for Kadena.

### Outstanding people

"All these people are outstanding folks. These same people will excel in the 44th, the 67th or wherever they go. Business will be better because when someone needs help, they'll be calling on someone who knows them and knows how they work."

Merrell agrees. "As our people scatter all over the base, they will carry with them a piece of the 12th - the traditions and the teamwork that made the Dozen the organization we were proud of."

To the other commanders, Merrell said, "Congratulations, you're inheriting a fine group of people who will serve you proudly."



Photos by Master Sgt. Stefanie Doner

ABOVE: Senior Airman Lacario Tufts, F-15 crew chief, helps Lt. Col. Jim Pillar strap in before a mission during the 12th Fighter Squadron's last deployment from Kadena - Exercise Crocodile '99 in Australia. RIGHT: A 12th Fighter Squadron F-15 touches down in Australia after flying its final mission during Crocodile '99.





Okinawa Happenings

Off-Base

Exhibitions

**Through January:** *Battle of Okiawa Pictures Exhibition* — Sakima Art Museum — 9:30 a.m. to 5 p.m. — closed Tuesdays — ¥700 per adult, ¥500 per junior and senior high school students, ¥300 per elementary school student, under 5 enter free — 893-5737 for more information  
**Through Nov. 7:** *Bingata Exhibition by Sachiko Nishinda* — Shikinaen Garden in Naha — 9 a.m. to 5 p.m. — ¥300 per adult, ¥100 per child  
**Through Nov. 7:** *Mitsuo Shiroma Wooden Exhibition* — Mitsukoshi Department store fifth floor — 10:30 a.m. to 8:30 p.m. — free  
**Through Nov. 8:** *Art Exhibition* — Mitsukoshi Department store sixth floor — 10:30 a.m. to 10:30 p.m. — free  
**Through Nov. 23:** *Exhibition of Flowers* — Urasoe City Art Museum — 9:30 a.m. to 5 p.m. — ¥800 per adult, ¥600 per junior and senior high school students, ¥400 per elementary school student — last admission at 4:30 p.m. — closed Oct. 8, 15 — 860-2055 for more information  
**Nov. 6:** *Bullfighting* — Yomitan Sobe Bullring — 2 p.m. — free  
**Nov. 7:** *Bullfighting* — Nakijin Bullring — 1 p.m. — ¥2,500  
**Nov. 9-14:** *Chinese-ink Drawing Art Exhibition by Hiroshi Omine* — Mitsukoshi Department store fifth floor — 10:30 a.m. to 8:30 p.m. — free  
**Nov. 14:** *Islandwide Bullfighting* — Okinawa City Bullring — noon — ¥3,000  
**Nov. 15-22:** *Japanese Tea Vessel Exhibition by Masakazu Soma* — Mitsukoshi Department store fifth floor — free

Festivals/Fairs

**Nov. 6:** *EM Festa '99* — Okinawa Convention Center — 9 a.m. to 7 p.m. — free  
**Nov. 7:** *The 12th Townfolk Music Festival* — Sugar Hall — 3 p.m. — ¥500 — 947-1100 for more information  
**Nov. 9-15:** *Jewelry Fair* — Mitsukoshi Department store sixth floor — 10:30 a.m. to 8:30 p.m.  
**Nov. 16-22:** *Aomori Prefectural Fair* — Mitsukoshi Department store sixth floor — 10:30 a.m. to 8:30 p.m. — free

Dining/Shows

**Through Nov. 30:** *Samantha and Darling Stevens Family Cinema Dinner* — Harborview Hotel — 5-9:30 p.m. — ¥8,000 — reservations required — 853-2111 for more information  
**Through Dec. 25:** *Italian Christmas dinner* — Renaissance Hotel Restaurant Four Season — 6-10:30 p.m. — ¥9,000  
**Through Dec. 25:** *Hong Kong Christmas dinner* — Coco Garden Resort Hotel — 5:30-10 p.m. — ¥3,500  
**Through Mar. 31, 2000:** *Hawaiian Night Asian buffet and dinner show* — Renaissance Hotel — shows every night at 5:30 and 8:30 p.m. except Tuesdays — ¥5,250 in advance, ¥6,006 at the door, half price for children under 12

Dance/Music

**Nov. 7:** *The 8th Cattleya Music School Autumn Concert* — Pallet Folk Theater — 10:30 a.m. to 4:30 p.m. — free — 863-5217 for more information  
**Nov. 7:** *Okinawa Children's Zoo Charity, Okinawa City Boy's and Girl's annual*

The following is a commonly used list of telephone numbers for this week's off duty activities:  
Schilling Community Activities Center 634-1387  
Kadena Family Support Center 634-3366  
Kadena Information, Tickets and Tours 634-4322  
Kadena Arts and Crafts Center 634-1666  
Kadena Base Library 634-1502  
Kadena American Red Cross 634-1979  
Banyan Tree Club 634-0644  
Rocker NCO Club 634-0740  
Officer's Club 632-6071  
Busena Terrace Resort Hotel 098-051-1333  
Southeast Botanical Garden 939-2555  
Renaissance Hotel 965-0707  
Mitsukoshi Department Store 869-4115  
Ryubo Department Store 867-1171  
Bullfighting 857-0185  
Prefectural Folk Theater 866-2341

On-Base

Officers Club

**Nov. 11:** *Veteran's Day Holiday hours* — cashier's cage 10 a.m. to 9 p.m. — Pizza Room 11 a.m. to 10 p.m. — Weekender Lounge 4-11 p.m. — Slot Room 10 a.m. to 9 p.m.

Rocker NCO Club

**Through Nov. 23:** *Thanksgiving Meals To-Go* — orders accepted at the customer service area, must be paid in full at time of order — \$54.95 — includes 22-24 pound turkey, cornbread dressing, gravy, cranberry sauce, dinner rolls and pumpkin pie — \$59.95 — includes 15-17 pound smoked ham instead of turkey — limited number of orders accepted — pick up orders Nov. 23

**Nov. 10:** *"Spyro Gyra"* — Ballroom — 10 p.m. — \$15 per club member, \$25 per non-club member — tickets available starting Nov. 1 to NCO Club and Banyan Tree Club members 9 a.m. to 10 p.m. at the customer service counter, starting Nov. 5 to Officers Club members and starting Nov. 11 to non-service, SOFA-status people at \$25 each — limit of two tickets per membership account

**Nov. 11:** *Veteran's Day Special* — Dining Room — veterans receive 10 percent discount on meals

**Nov. 12, 26:** *All Night Party* — Lounge — variety music — 5 p.m. to 3 a.m. — Ballroom — Rythm and Blues and Urban music mix — 10:30 p.m. to 5 a.m. — break-fast available in Dining Room at 3 a.m.

Banyan Tree Club

**Through Nov. 23:** *Pumpkin Pie for the Holidays* — \$5.50

**Through Nov. 23:** *Thanksgiving Dinner at Home* — orders accepted at the cashier's cage, paid in full at time of order — \$40 — includes 12-14 pound turkey, cornbread dressing, gravy, cranberry sauce, dinnr rolls and pumpkin pie — limited number of orders — pick up orders Nov. 25, 6-10 a.m.

**Nov. 12, 26:** *Countdown to 2000* — Lounge — 80's Trivia — all participants entered in drawing to be held at end of month

**Nov. 13:** *80's All Night Dance Party* — until 5 a.m.

Gatherings

**Mondays:** *George Frederich Handel's "Messiah" practice* — Professor Bien Panganiban's Ecumenical Chorale — 7-9 p.m. — auditions required for soloists — concert set for early December — 645-8432 for more information

**Fridays and Saturdays:** *Country and Western night* — Schilling Community Activities Center — 8 p.m. to 1 a.m. — 634-6981 for more information

**Through Nov. 30:** *Christmas Card Lane* — Schilling Community Activities Center — have 4x8 foot greeting card displayed on Christmas Card Lane — prizes awarded for first, second and third place winners — winners announced Dec. 3 at Tree Lighting Ceremony

**Nov. 5:** *Okuma log cabins open* — 14 log cabins available to reserve — \$10 per night — one double bed and one set of bunk beds, no water or electricity in cabin — water spigot available and certain lanterns approved for use — 632-4FUN, 634-9877/9869 for more information

**Nov. 7:** *Air Force Worldwide Talent Con-*



Festival fun

The Eisa dance frequents almost every festival on Okinawa. One festival coming up is the Yomitan Village Festival Nov. 6-7. It will be held in the Yomitan Village Athletic Grounds Nov. 6, 3-10 p.m., and Nov. 7, 9 a.m. to 10 p.m.

• *Frame Update* — Kadena Arts and Crafts Center — 5:15-8 p.m.

**Fridays**  
• *Belly Dance* — Schilling Community Activities Center — 6-7 p.m.

**Saturdays**  
• *Dry-brush Painting* — Kadena Arts and Crafts Center — 2:30-4:30 p.m.

• *Wood Shop Safety* — Kadena Arts and Crafts Center — 9-10 a.m.

• *Quilting* — Kadena Arts and Crafts Center — 10 a.m. to 5 p.m.

• *Jeweled Eggs* — Kadena Arts and Crafts Center — 10 a.m. to 5 p.m.

• *Make-it and Take-it* — Kadena Arts and Crafts Center — 10 a.m. to 2 p.m.

• *Beginning Pottery* — Kadena Arts and Crafts Center — 9-11 a.m.

• *Framing and Matting* — Kadena Arts and Crafts Center — 9-11:30 a.m.

• *Washi Paper and Kime Komi* — Kadena Arts and Crafts Center — 10 a.m. to noon

• *Child's Bisque Painting* — Kadena Arts and Crafts Center — 10 a.m. to noon

• *Money Management* — Schilling Community Activities Center — Nov. 6-20 — 9 a.m. to noon

**Sundays**  
• *Kids' Clay Creations* — Kadena Arts and Crafts Center — 2-5 p.m.

**Through Nov. 10:** *Intermediate Japanese Language* — Kadena Family Support Center — every Monday and Wednesday, 6:30-8 p.m. — register by Sept. 30

**Nov. 5:** *1-2-3 Magic* — Amelia Earhart Parent Center — 11:30 a.m. to 1 p.m. — for parents of children ages 2-12 needing to know how to stop their children from doing things they shouldn't, do things they should

**Nov. 9:** *Bundles for Babies* — Kadena Family Support Center — 1-4:30 p.m. — register by Nov. 8

**Nov. 10:** *Frugal Living and Holiday Giving* — Kadena Family Support Center — 1-3 p.m. — register by Nov. 9

**Nov. 15:** *Local Job Search* — Kadena Family Support Center — 12:30-3 p.m. — register by Nov. 12

**Nov. 16:** *Resume writing* — Kadena Family Support Center — 1:30-4 p.m. — register by Nov. 12

**Nov. 16:** *Federal Employment for Spouses* — Kadena Family Support Center — 9 a.m. to noon — register by Nov. 15

**Nov. 17:** *Internet Briefing* — Kadena Base Library — 5:30 p.m. — registration begins Nov. 1 at Library's Circulation Desk

Chapel

Catholic	Eastern Othodox
<i>Saturday</i> Confessions — 4 p.m. — Chapel 1 Mass — 5 p.m. — Chapel 1 <i>Sunday</i> Mass — 8:45 a.m. — Chapel 1 Mass — 12:15 p.m. — Chapel 2 Mass — 5 p.m. — Chapel 1 <b>Protestant</b> <i>Sunday</i> Inspirational Service — 9 a.m. — Chapel 2 Evangelical Service — 10:24 a.m. — Base Theater General Protestant Service — 10:30 a.m. — Chapel 1 Liturgical Service — 10:30 a.m. — Chapel 2 Gospel Service — noon — Chapel 1	<i>Saturday</i> Vespers — 5 p.m. — Camp Foster St. Nicholas Chapel <i>Sunday</i> Divine Liturgy — 9:30 a.m. — Camp Foster St. Nicholas Chapel For more information, call 645-7486. <b>Jewish</b> <i>Friday</i> Shabbat Service — 7:15 p.m. — Camp Foster Chapel <i>Sunday</i> Religious Education — 9:30 a.m. — Camp Foster Credo Center For more information, call Chaplain Mitchell Schranz at 637-1027. <b>Islamic</b> For information, call Gunnery Sgt. Hefis Camp at 637-2167/2164.

VIDEOS

New video releases available each Tuesday at the base video stores. Because of shipping, release dates may vary.

Nov. 9

"Black and White"	"Notting Hill"
"Break Up"	"Resurrection"
"Heaven"	"Shark Attack"
"I'll Be Home for Christmas"	"Trekkies"
"Life is Beautiful"	

MOVIES

Movie schedules are supplied by the Army and Air Force Exchange Service. Patrons should call the theater to verify movie titles, ratings, and running and start times.

KEYSTONE, 634-1869

**Tonight:** *"Three Kings," "R Saturday: "Austin Powers: The Spy..."* PG-13, and *"Three Kings," "R Sunday: "Austin Powers: The Spy..."* PG-13, *"Three Kings," "R, and "The Thomas Crown Affair," "R Monday: "The Thomas Crown Affair," "R Tuesday: "Brokedown Palace,"* PG-13  
**Wednesday:** *"Brokedown Palace,"* PG-13  
**Thursday:** *"Runaway Bride,"* PG, and *"Fight Club," "R Nov. 12:* *"Fight Club," "R*

BUTLER, 645-3465

**Tonight:** *"Fight Club," "R Saturday: "Runaway Bride,"* PG, and *"Fight Club," "R Sunday: "Runaway Bride,"* PG, and *"Bowfinger,"* PG-13  
**Monday:** *"Bowfinger,"* PG-13  
**Tuesday:** *"Teaching Mrs. Tingle,"* PG-13  
**Wednesday:** *"Teaching Mrs. Tingle,"* PG-13  
**Thursday:** *"Bringing Out the Dead," "R Nov. 12:* *"Bringing Out the Dead," "R*

# Kadena High School

## *A highway to discovery*

By Charles K. Steitz  
Shogun volunteer

The high school years represent a dichotomy. On one end of the spectrum, students celebrate independence. On the other they may be apprehensive about the future.

What happens outside of school can have just as much impact as what transpires in a classroom.

For students attending Kadena High School, the transition from a young adult to a voting member of our democracy represents a time of considerable growth, both mentally and physically.

### Embarking on new highway

Explaining the importance of these years in terms of education and development, co-senior class advisor, cooperative work experience coordinator and chair of the school home community partnership, Cheryl Aeillo, stated, "Just like freshmen who enter our school, graduating seniors embark on a new highway of discovery for the rest of their lives.

"Their decisions to take a different route, explore new and faster avenues, find alternative ways, or in some cases rest and re-group, are choices they will make. Our efforts as educators are to help students understand and appreciate the intellectual expectations that will be placed before them from colleges and universities, businesses and professional firms."

Within the scope of Department of Defense Dependent School curriculum standards, the high school emphasizes technology, reading, language arts, social studies, as well as math and science. New initiatives include the school-home and community partnership program designed to increase parental involvement and participation in promoting the social, emotional, and academic growth of these young adults.

"The school home partnership initiative is critical for students living overseas because parental participation and community involvement and support validates our efforts in the classroom," said Jan Rhicard, business and technology teacher.

Parents, as well as community leaders, need to do everything possible to encourage students, according to Aeillo. A good example is the recent get together at the home of Janet Smith, wife of the 18th

Wing commander, Brig. Gen. James B. Smith.

"The young women of our senior class spent an afternoon engaged in an open forum discussion with 20 military and civilian spouses representing the leading female managers, executives, and professionals on island," explained Rhicard.

Coupled with the DoDDS curriculum, the school has developed an improvement plan to enhance the quality of students' written responses to questions.

"Our efforts are designed to improve all aspects of written responses to questions, as measured within the classroom and on the Terra Nova," said Doug Rehak, chairperson for the school improvement process, senior English teacher and co-advisor for the senior class.

The Terra Nova is a standardized test that compares the Kadena High School students' performance to the national norms. This effort is a schoolwide initiative.

For example, the English department will utilize sentence construction as a strategy in teaching vocabulary words. The fine arts department will require notebooks to facilitate students' written responses and focus on the correct use of grammar in both written and verbal presentations.

"The math and social studies departments will utilize problem-solving strategies in writing responses to problems and issues," explained Rehak.

Debby Berry, Kadena High School principal, described that success in education is a continuous process.

### Bottom line: results

"Results are what education is all about, and activity without design seldom produces results," she said. "From teachers meeting the needs of students to our district meeting the needs of higher education and employers, the members of our faculty as well as every educator on island, have never lost sight that the ultimate goal is helping our students achieve academic excellence."

With 65 members on its faculty, Kadena High School provides education to more than 850 students and fulfills their mission, which is to "provide a challenging educational program that teachers the academic and social skills necessary for the individual student," said Aeillo.

## STUDENT SPOTLIGHT



Courtesy photo

Seth Conard "floats in space" during his visit to the NASA Goddard Space Flight Center, Md., in June.

## Taking the rights steps to achieve success

By Charles K. Steitz  
Shogun volunteer

Kadena High School's senior class president is an example of how other students can set and achieve goals.

"My philosophy, and what I tell other students, is to focus on the future and aim high," said Seth Conard.

Conard's accomplishments are as genuine as his smile and warm disposition.

During the past year, he has attended the 1999 Summer Scientific Seminar at the Air Force Academy in Colorado Springs, Colo., as well as participated in the Presidential Classroom Scholars program at Georgetown University in Washington, D.C.

Conrad said he was inspired by his father, Navy Cmdr. Rey Conard, a physician; his mother, Patricia; and Brock Fallon, a KDHS science and math teacher.

"I believe that in order to achieve certain goals you need to balance schoolwork with your involvement in the community and at home," Conard said. "Following your dreams and doing the things you enjoy will provide you with numerous opportunities for success both inside and outside the classroom."

"Seth is a hard-working, self-motivated, dependable, and responsible young adult who is actively engaged in our community," his mother said. "He is an avid reader who takes the time to plan and develop strategies."

"Along with everything else he does, he takes time to explain to other students the steps necessary to achieve success both academically and within their communities."

Seth's accomplishments are as follows:

- President, Senior Class
- President, National Honors Society
- Captain, Tennis Team
- Vice President, Junior Class
- Member, Student Council
- Member, National Honor Society
- Who's Who Among American High School Students

## 300 students attend College Fair

By Charles K. Steitz  
Shogun volunteer

Representatives from 40 colleges and universities in the United States, as well as military recruiters and a representative of a Japanese university, were on hand for the first College Fair at Kadena High School Oct. 28.

Close to 300 students, parents, teachers, and faculty members turned out to ask questions and obtain first-hand knowledge from the alumni who volunteered to represent their school.

The 18th Wing commander, Brig. Gen. James B. Smith, along with his wife, Janet, welcomed students and parents to this event and explained the significance of this special occasion.

"Members of our community have volunteered to help you and your parents obtain valuable information about these institutions of higher education located throughout the United States," he said. "Get serious and get engaged with the people who represent these schools and above all, ask questions. This is a great opportunity and I urge you to take advantage and ask questions."

From Lake Forest College — a small liberal arts school in Illinois — to Yale — a more widely known university — parents and students spent time asking questions and learning more about academic requirements, application deadlines, financial aid, scholarships and life as a college student.

"This is absolutely outstanding. Being online is nice, but the personal interaction with a college representative or alumni adds so much to the understanding of what my daughters can expect should they decide to attend a particular school," said Navy Master Sgt. Thomas J. Whalen, 3rd Marine Division.

Developed and organized by Roger Linnett, KDHS senior counselor, with assistance from Lt. Col. Jay Carlson, 18th Contracting Squadron commander, the evening was a success. "Our goal was to provide a forum for students and parents that would allow them access to a variety of colleges and universities," said Linnett. "I am pleased by the impressive turnout and happy about seeing so many parents that have students in the 11th grade."





Master Sgts. Stephen Cooper, John Tallman and Jeffrey Suever lead the pack during a 390th Intelligence Squadron exercise session. Unit members exercise together to improve the overall physical fitness of everyone in the squadron.

Photo by Staff Sgt. Cherie Kiger

# Are you ready?

## *Fitness test changes coming up fast*

By Senior Airman Jennifer Dixon  
Shogun associate editor

The Air Force is changing its fitness test beginning in January 2000.

The main reason for the change is ensuring a healthy, mission-ready force.

"A physically fit force is a ready force," said former Chief Master Sgt. of the Air Force Eric W. Benken. "In this period of high operations tempo, personal fitness and mental clarity become critical to our force's capability to maintain mission effectiveness. Personal fitness contributes to Air Force readiness because it increases productivity, provides preventative health benefits, and results in medical cost savings."

### The old way

The current measure of physical fitness, adopted in 1992, is the cycle ergometry test.

A well-rested person who hasn't consumed food, nicotine or caffeine prior to testing pedals at 50 rpm for the duration of the test — between eight and 14 minutes including the two-minute warm-up and the cool-down. As the person pedals, resistance is increased depending on the person's age and

heart rate at the four-, six- and eight-minute marks.

Air Force officials have been working to ensure fairness with the ergo test. In the last year, the Air Force has hired about 70 exercise physiologists to be assigned at base level. They also have seen an increase in the pass rate — more than 90 percent at most bases.

### The new way

While the ergo test will remain as the aerobic portion of the test, three new areas also will be tested — aerobic fitness, muscular fitness and flexibility.

For the muscular fitness, the Air Force is currently looking at two methods — traditional calisthenics, push-ups and bent-knee sit-ups, and machine testing, chest press, leg press and abdominal crunch.

For the flexibility portion, the Air Force has opted to use a modified sit-and-reach test.

To make this change as smooth as possible, the year 2000 will be a test phase. No one will pass or fail. The results will be used to determine the goals and standards to be used in 2001. The Air Force has put together generic standards based on information obtained from sister services that have

similar fitness tests (those standards can be seen in the corresponding graphs).

Anyone interested in visiting Office for Prevention and Health Services Assessment (OPHSA) Fitness 2000 web site should go to:

<http://poseidon.brooks.af.mil/fitness>.

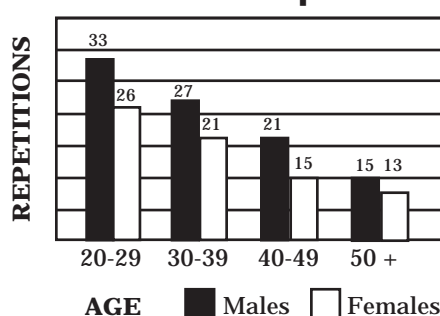
The site completely outlines OPHSA's goals for the new test and explains as many unanswered questions about the test as possible. It is updated as soon as new information is available to the office.

To also help people adjust to and prepare for the new fitness test, the Kadena Health and Wellness Center has put together a list of workouts.

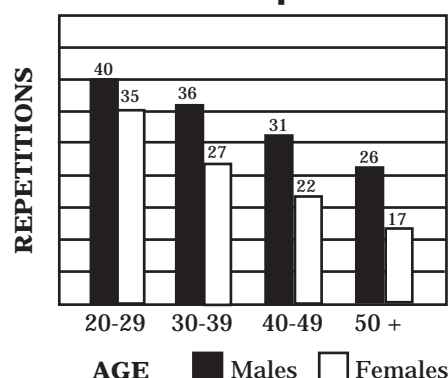
Jason Ham, HAWC exercise physiologist, suggests moderate to high intensity aerobic exercise three to five times per week, 30 to 60 minutes each time; upper body endurance activity two to three times per week; abdominal endurance activity two to three times per week; and starting a flexibility program.

In the next three weeks, Fitness 2000 articles will highlight the proper way to complete the new exercises and ways to prepare yourself for each.

### Push-ups



### Sit-ups



### Sit-and-reach

